



# **ACTION**

## **FOR CULTURAL TRANSFORMATION**

**ANNUAL REPORT**  
**2021 - 2022**



**Penn Medicine**  
Office of Inclusion, Diversity & Equity



# ENVISION



# LETTER FROM THE DEAN AND VICE DEAN

Since its inception in 2013, the Office of Inclusion, Diversity, and Equity (IDE) has promoted a culture of inclusivity - respect, gratitude, and an appreciation that our differences are also our source of strength. The creativity, ingenuity, and determination behind these achievements echo throughout the organization, inviting change and improvement at every turn.

George Floyd's murder launched the **Penn Medicine Action for Cultural Transformation (ACT)**. The ACT strategy takes on structural racism and social justice at Penn Medicine, and while progress has been made, many participants have noted that "This is not a sprint, but a marathon." This reality is reinforced by the all too frequent events covered by the news, and others that do not capture attention.



ACT is not just a shared strategy to remove the institutional barriers to equitable care and an inclusive workplace – It has evolved into a movement. We saw over 96% of Penn Medicine employees engage in unconscious bias training; a marked increase in “feeling respected” in the most recent Diversity Engagement Survey; the launch of IDEAL XP to further integrate IDE into the educational experience; the creation of an internal infrastructure to support community outreach and engagement; significant improvement in our health equity goals; and a review of policies and procedures to ensure a more equitable and just environment for colleagues in the Penn Medicine community as well as patients in the communities we serve.

Translating “what is” into “what should be” and mapping a course of action to get there, remains a critical goal for all of us, as we hold up our core values of cultural humility, respect, empathy, equity, and accountability. We value the benefits of inclusivity, specifically as we strive for the highest quality care and continue to foster highly innovative research.

We have a long road to travel before we realize our vision of becoming an anti-racist, equitable, diverse, and inclusive organization. Together, we must remain as committed as ever to achieving this future and remain focused on the issues.

We invite all who care about upholding these core values to share your thoughts and ideas with us at [oid@mail.med.upenn.edu](mailto:oid@mail.med.upenn.edu).

*J. Larry Jameson MD PhD*

**J. Larry Jameson, MD, PhD**

Executive Vice President, University of Pennsylvania for the Health System, and Dean, Perelman School of Medicine

*Eve J. Higginbotham SM, MD, ML*

**Eve J. Higginbotham, SM, MD, ML**

Vice Dean for Inclusion, Diversity, and Equity  
Senior Fellow, Leonard Davis Institute, and  
Professor of Ophthalmology

## OIDE MISSION:

Established in 2013, the **Office of Inclusion, Diversity, and Equity (OIDE)** aims to inform and transform education, research, and healthcare delivery at Penn Medicine through an inclusive culture, a highly diverse talent pool, and equitable models of care.



# FRAME

## OIDE GOALS

**Recruit** outstanding talent > **DIVERSITY**

Attract a broad representation of unique perspectives and cultures

**Retain** diverse talent > **INCLUSION**

Create a supportive environment that promotes long-term success for all

**Reaffirm** inclusivity > **HEALTH EQUITY**

Reaffirm the positive impacts of diversity on education, research, and delivery of care



## OIDE STRATEGIC PRIORITIES

To enhance the long-term sustainability of our initiatives and to account for the impacts on the Penn Medicine Enterprise, we organize our activities as **leading indicators** (causing change) and **lagging indicators** (effected by change).

**ORGANIZATIONAL CAPACITY**

**INTERNAL PROCESSES**

**FINANCIAL STEWARDSHIP**

**STAKEHOLDER SATISFACTION**

LEADING INDICATORS

LAGGING INDICATORS



## Action for Cultural Transformation

To put our strategies into motion, to make ‘cultural transformation’ more than just a phrase, OIDE relies on the ACT framework which is rooted in every aspect of Penn Medicine: its People, Culture, and Community, as well as mission-critical activities such as Education, Research, and Clinical Care.

The ACT framework was informed by diverse voices in our community, and their recommendations for eliminating structural racism and injustice across the enterprise were aggregated into the six categories or pillars. So that OIDE can account for and measure cultural change, initiatives within each of the six pillars are grouped with their corresponding strategic priorities – leading or lagging indicators – depending on the desired purpose or resulting outcome.

## ACT FRAMEWORK COMMUNITY INPUT:

**122** Focus Groups

**5,581** Participants

**12%** of entire Workforce



### PEOPLE Pillar

- Diversity at all levels
- Education, training, and advancement
- Consistent expectations and fair recognition
- Staff and leader education

### CULTURE Pillar

- Shared understanding of the vision
- Bias-free policies and practices
- Behavioral standards and policies
- Clear leadership and sufficient infrastructure and resources
- Culture of continuous learning

### COMMUNITY Pillar

- Strong, sustainable relationships with community leaders
- Fair policing and security
- Partnerships with the community
- Enriched community in health and wealth

### EDUCATION Pillar

- Bias-free curricula
- Diverse student bodies
- Graduates prepared to advance equity
- Support and guidance for all students

### RESEARCH Pillar

- Equitable access to research funding
- Robust research on health equity
- Community as our engaged partner

### CLINICAL CARE Pillar

- Quantified disparities and achieved health equity
- Equitable access to care
- Respectful environment

# THE MISSION



# MEASURE

Since its inception, OIDE has used the Balanced Scorecard to monitor the progress of its work. OIDE's initiatives are grouped into our four strategic priorities and incorporate the corresponding ACT pillars and resources. Some of our noteworthy initiatives in support of OIDE's over-arching goal – recruit, retain, reaffirm – for 2021-2022:

Initiative	Pillar	Timeline	Metrics
<b>ORGANIZATIONAL CAPACITY</b>			
Community infrastructure	Community	Completed	Tier 1 funding granted
Communications	Culture	Hiring in Progress	1-2 FTE to support corporate/ACT specific communications
<b>INTERNAL PROCESSES</b>			
Tracking discriminatory incidents	Clinical	Ongoing	Increase frequency of key stakeholder reviews and discussions of bias incidents
Designing forums	Culture	Ongoing	Facilitate and encourage participation in quarterly ACT town halls
Employee relations	People	Launched	% Increase in minority and diversity talent hires
<b>FINANCIAL STEWARDSHIP</b>			
"Cluster Hiring" around inter-disciplinary, multi-departmental objectives	Research	Completed	Successful funding for cluster hiring
"Cluster Hiring" to drive minority and diversity talent acquisition	Research	Ongoing	% Success of cluster hires
<b>STAKEHOLDER SATISFACTION</b>			
Affinity Groups	Culture	2023	Create framework for oversight, funding and leadership, and run pilot
Student advocacy and support	Education	Completed	Integrate IDEAL with programs and departments

# DIVERSITY ENGAGEMENT SURVEY (DES)

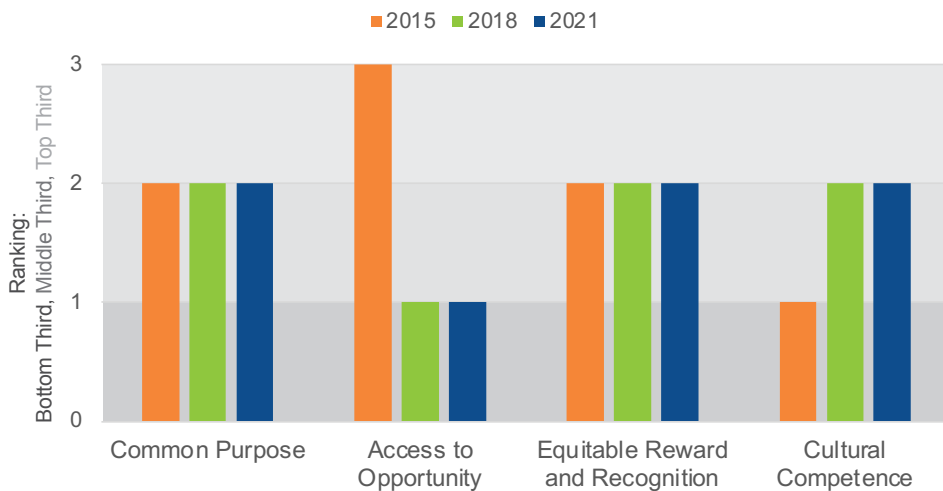
The tri-annual Diversity Engagement Survey was launched for the third time in October 2021. The response rate of 10,468 was nearly double the 2018 administration. In this round, OIDE received individual department and hospital reports for units that reached a minimum threshold for anonymity, allowing for data comparisons at the micro level. The overall results were similar to the 2018 survey – however the “Respect” factor increased from bottom third to middle third, while ‘Access to Opportunity’ continues to be an area for attention and growth.

**Q: “I feel that Action for Cultural Transformation (ACT) is initiating change in my institution”**

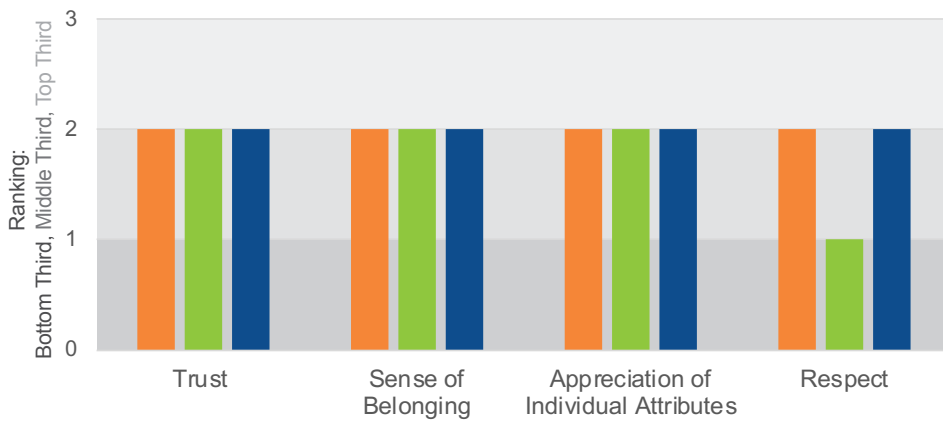
**A: 64% yes, 31% neutral, and 6% negative.**

# PROGRESS

## Measuring Impact - Diversity Engagement Survey Results: 2015, 2018, 2021

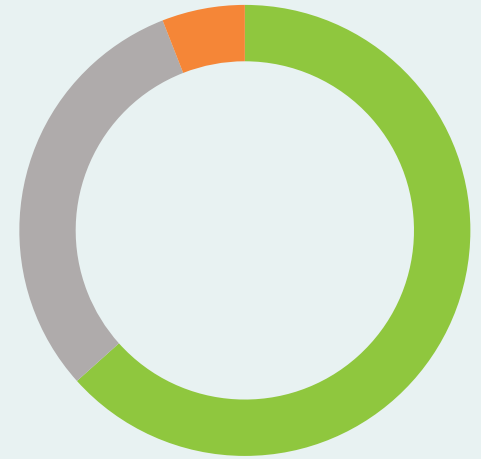


### VISION/PURPOSE CLUSTER



### CAMARADERIE CLUSTER

### APPRECIATION CLUSTER



■ yes ■ neutral ■ negative



**People are feeling an “increase in respect”**



OIDE brings together **Anchor Programs** – programs that encompass more than one group of constituents and contribute to the institution’s ability to retain students and trainees, especially those underrepresented in medicine (blue “racetrack”) programs that focus on singular groups and contribute to building supportive learning communities (green arrow). All programs ultimately feed the faculty pipeline. Additionally, each program is member of our Advisory Council and meets quarterly to share new learning and to collaborate on future goals. It is with the full engagement of these critical programs and their talented leaders that Penn Medicine will be able to achieve inclusive and equitable excellence.

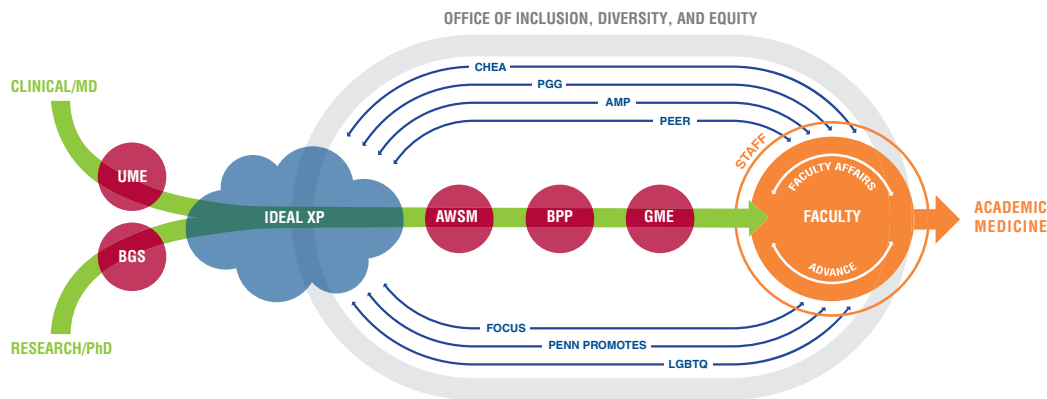
## CHEA - CENTER FOR HEALTH EQUITY ADVANCEMENT

**Jaya Aysola, MD; Rosemary Thomas, MPH, CHES; and the interdisciplinary Health Equity Alliance**

CHEA sets system-wide, data-driven health equity goals for both patients and Penn employees to enhance equitable patient outcomes and value.

- Transformed care by representing Penn Medicine in a state-wide Hospital Quality Incentive program to address racial and ethnic disparities, and incorporating new data collection categories into Penn Chart
- Engaged with the community by piloting screeners to assess social needs and respond with targeted technology and interventions such as the Food Access Support Technology (FAST) platform
- Hosted Health Equity Week 2022 with 8 virtual sessions and over 1,100 registrants.

# ANCHOR



## AMP - ALLIANCE OF MINORITY PHYSICIANS

**Iris Reyes, MD, and George Dalembert, MD, MSHP**

AMP’s mission is to develop the next generation of leaders by building supportive community for faculty, house staff, and medical students underrepresented in medicine (UIM).

- Connected with our Philadelphia community by contributing resources to local health fairs and raising appreciation for healthcare with local minority students
- Celebrated resilience at the AMP class of 2022 Graduation Gala
- Online and in-person recruitment of a record of 157 new UIM house staff for FY’23
- Celebrated 10 years since AMP’s founding by Dr. Reyes.

**45**

**Publications  
by CHEA  
Members**

In e.g., *New England Journal of Medicine*, *JAMA*, and *Academic Medicine*.





# PROGRAMS

PGG received  
**\$3,635,052**

Grant from PA  
Department of Health

## FOCUS – FOCUS ON HEALTH AND LEADERSHIP FOR WOMEN

**Courtney A. Schreiber, MD**

FOCUS is a dean-funded program designed to improve the recruitment, retention, advancement, and leadership of women faculty, and to promote women’s health research.

- Published the first FOCUS benchmark report to include race and ethnicity in July 2021, received an NIH prize for Enhancing Faculty Diversity in August 2021, awarded a two-year grant and funded 6 Medical Student Fellowships in May 2022
- Conducted recent FOCUS Chat “Caring for Elders”; offered 1-hour

FOCUS Lunchtime Seminars featuring faculty with innovative research and programs; presented FOCUS Multi-Session Career Evolution Series, workshops to promote career and professional success; hosted FOCUS Annual Fall Conference, the 26th annual day of networking and professional development for PSOM women.

## LGBTQ HEALTH

**Judd Flesch, MD; and Rebecca Hirsh, MD**

LGTBQ Health works to establish an LGBTQ Clinical Center for excellent primary care.

- Newly hired Patient Navigator to connect our LGBTQ+ patients with care practitioners who offer gender-affirming care
- Important updates to Electronic Health Record (EHR) software in pursuit of equitable care, including “preferred name” and improved pronoun use to eliminate the risk of misgendering patients
- Significant strides in community building by expanding our mentorship program and redesigning and launching our online directory of current and past LGBTQIA+ students, staff, faculty, residents, postdocs, and fellows.

## PGG – PENN CENTER FOR GLOBAL GENOMICS AND HEALTH EQUITY

**Sarah Tishkoff, PhD**

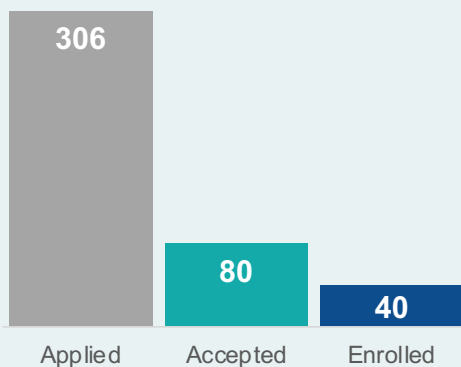
PGG promotes health equity through global genomics research, education, policy, and practice.

- Received a \$3,635,052 grant from the Pennsylvania Department of Health to “study risk factors for COVID-19 incidence and outcomes in ethnically diverse communities in Philadelphia”
- Established the Penn GGHE Health Equity Scholars (HES) program, a Penn/Lincoln University undergraduate scholars program
- With funding from Genentech, PGG supported two fellows from groups underrepresented in biomedical research
- PGG offered up to \$150,000 of competitive seed funding to two genomic research teams, organized a monthly hybrid seminar series on in-progress genomics research programs.



# CELEB

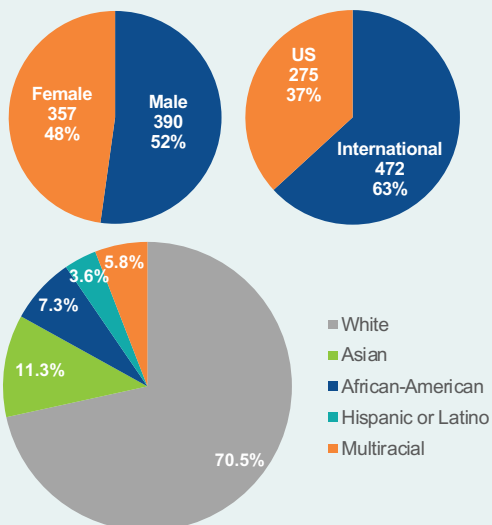
## BGS – BIOMEDICAL GRADUATE STUDIES 2022 URM Applicants



## BPP – BIOMEDICAL POSTDOCTORAL PROGRAMS

2022 Demographic highlights

- PSOM Postdocs n=747



## SUSTAINING ORGANIZATIONAL CAPACITY - MILESTONE PROGRAMS

The **IDEAL XP** – the Inclusion, Diversity, Equity, and Learner Experience Program – was established to better leverage PSOMs administration experience and financial support for the promotion and integration of inclusion and diversity across academic medicine. **IDEAL Med** supports undergraduate and graduate learners through faculty mentoring and advising, peer-to-peer mentoring, annual lectures, and high school enrichment programs; **IDEAL Research** supports biomedical graduate students and postdocs through active outreach and recruitment of underrepresented students and programs such as the Provost’s Postdoctoral Fellowship.

### UME – UNDERGRADUATE MEDICAL EDUCATION

- Pipeline programs such as the Johnson Scholars Program engages with and recruits undergraduate students at Penn, and Penn Access Summer Scholars (PASS) Program recruits undergraduate students underrepresented (URM) in medicine from nine partner institutions
- 14 Student-led programs provide clinical care, social service, and health education to the local community
- The elective 10-session Race in Medicine and summer reading sensitizes students to bias and discrimination in medicine.

### GME – GRADUATE MEDICAL EDUCATION

- Spring 2022, GME programs matched 67 UIM interns into our residency programs and 32 UIM fellows – an all-time high for our institution over the past 5 years
- 18 GME disciplines have now hosted the UIM Visiting Clerkship Program. Last year, there were 60 visiting students.



We celebrate some of the many talented individuals pictured here, and the many more not pictured, who helped launch ACT and continue to work tirelessly toward a just and equitable enterprise.

# RATE



# MILESTONES

Two OIDE anchor programs deserve special recognition for the significant strides made this year in our journey toward institutional inclusion, diversity, and equity: AMP and LGBTQ Health.



# FOCUS ON



**IRIS REYES, MD**

## **AMP CELEBRATES 10 YEARS**

Iris Reyes, MD, founded Alliance of Minority Physicians (AMP) in 2012 with the goal of building a supportive community for minority house staff at UPHS and CHOP. “I distinctly recall feeling isolated and helpless when dealing with the micro aggressions and outright racism that I encountered during my residency training,” she said.

With support from Dean Jameson and a Provost’s office diversity grant, she convened the first welcome reception in 2012. “AMP was designed to be resident and fellow-focused and driven – led by trainees, for trainees, across both UPHS and CHOP, for the broadest coalition possible” she added.

Her goal for the next 10 years is to make AMP part of the institutional fabric, the ‘unquestioned normal’ for future minority trainees, and to extend its resources and support to minority faculty.



**LZ MATHEWS &  
ROSE THOMAS, MPH**

## **LGBTQ HEALTH OFFERS PATIENT NAVIGATOR**

Rose Thomas, Director of Operations for the LGBTQ Health Program, has guided the volunteer-based program into a staffed LGBTQ patient navigation initiative that pairs patient care with institutional-level advocacy. “Our goal is to reduce the obstacles to care for transgender and gender expansive patients, and to help patients navigate the health system,” said Rose. “We received a gift from the Wyncote Foundation which allowed us to bring LZ on board to do exactly that.” LZ Mathews took the role in 2022, improving patient access by using trauma-informed, collaborative approaches: “Often, patients contacting our program have delayed care because of past experiences, trauma or harm, and a legacy of exclusion.” LZ acknowledged. “I’m in the unique position to carefully listen to and connect patients to gender-affirming care and resources they may need while partnering with providers for hopefully long-term change.”

LZ gathers data to measure the program’s impact over time and reports back to the health system and providers. “Ultimately our goal is to take a responsive, holistic approach to ‘queer well-being,’ rather than maintain a reactive posture,” LZ concluded. “There is great opportunity here and we have more work ahead to realize our hopes.”

## PRESIDENTIAL PROFESSORSHIPS – REINVENTING MEDICINE

Presidential Professorships are a powerful way to enrich our academic community with different perspectives and voices, offering an opportunity for the University to recruit, retain, and mentor a diverse, excellent faculty base. This prestigious award safeguards the work of eminent faculty members who define the future of patient care, medical research, and education through a five-year term chair.

# EXCELLENCE

### **Elizabeth A. Howell, MD, MPP**

Harrison McCrea Dickson, MD President's Distinguished Professor

As Chair of the Department of Obstetrics and Gynecology, Dr. Howell is advancing science in women's health, creating community partnerships to achieve health equity among underserved populations, and building an environment that fosters productivity and wellness. Dr. Howell's work addresses racial and ethnic disparities and reduces maternal deaths, including efforts to increase access to care during the critical postpartum period through clinical innovations like at-home blood pressure monitoring and text messaging systems.

The Harrison McCrea Dickson, MD President's Distinguished Professorship was established in 2015 through the trust of Harrison McCrea Dickson, M'58, who made the gift to honor the three generations of the Dickson family who graduated from the Perelman School of Medicine.

### **Oluwadamilola "Lola" Fayanju, MD, MA, MPHS, FACS**

Helen O. Dickens, MD Presidential Professor

Dr. Fayanju is the Chief of Breast Surgery for the University of Pennsylvania Health System and Surgical Director of the Rena Rowan Breast Center within Penn Medicine's Abramson Cancer Center. Following a precision medicine approach, she envisions a world where each breast cancer patient receives treatment tailored to their specific needs. As an Innovation Faculty member at the Penn Center for Cancer Care Innovation and a Senior Fellow at the Leonard Davis Institute of Health Economics, Dr. Fayanju investigates health disparities, aggressive breast cancer variants, and how to make surgery a more diverse and inclusive profession.

The Helen O. Dickens, MD Presidential professorship was established in 2020 through the Otto Haas Charitable Trust, Janet F. Haas, FEL'10, and John Otto Haas to recruit and retain tenure track faculty, often at relatively early stages of their careers.



**ELIZABETH A. HOWELL,  
MD, MPP**



**LOLA FAYANJU, MD, MA,  
MPHS, FACS**

## PHILANTHROPY DRIVES INCLUSION, DIVERSITY, AND EQUITY

Endowed scholarships have a lasting impact on PSOMs ability to consistently recruit an exceptional and diverse student body and ensure that avenues remain open for students of all backgrounds and interests.



# BUILD

## WARREN ALPERT FOUNDATION

### Increase Diversity in Genetic Counseling Grant

In the rapidly expanding field of genomic medicine, diversity among genetic counselors remains low, exacerbating disparities in access to care and health outcomes. With this transformative grant, the Warren Alpert Foundation is enhancing diversity among students in five genetic counseling programs in the Northeastern U.S., led by the Master of Science in Genetic Counseling (MSGC) at the PSOM.

## INDEPENDENCE BLUE CROSS

### Regional Health Equity Dashboard

Propelled by the health disparities that became evident during the COVID-19 pandemic and the disproportionate morbidity and mortality experienced by Black Americans, Independence Blue Cross partnered with Penn Medicine to answer the call for justice—fundamentally re-imagining how to eliminate health inequities.

This powerful gift unites a city-wide coalition of organizations around the mission to produce tangible improvements in health equity and achieve measurable changes in health outcomes in Philadelphia. Co-led by Raina Merchant, MD, MSHP, FAHA, Director of the Penn Center for Digital Health, and Kevin Volpp, MD, PhD, Director of the Penn Center for Health Incentives and Behavioral Economics (CHIBE), the publicly available Health Equity Dashboard uses systemic data analysis to shape pilot programs that address a range of health conditions and social determinants of health. Applying principles from behavioral economics, design thinking, and digital tools, information from the program can be quickly disseminated to inform health and service providers, and successful pilots can be scaled to achieve sustained progress toward health equity.





# SUPPORT

## **STACY LYNN PINELES, M’04, FEL’10 AND DAVID T. BOLNO, ESQ.**

### **The Bolno-Pineles Family Scholarship Fund**

As a member of the Medical Alumni Advisory Council (MAAC), Dr. Pineles is a steadfast advocate for inclusion and diversity in medical education, and the Bolno-Pineles Scholarship is a powerful demonstration of commitment to this cause. Intended to combat antisemitism, this gift provides vital financial aid with consideration for students with an interest in Jewish studies or those from backgrounds historically underrepresented in medicine and science (UIMS).

## **JOSH HARRIS, W’86, AND MARJORIE HARRIS**

### **Harris Infectious Diseases Fellowship and Equity in Graduate Medical Education**

A recent gift from Harris Philanthropies, Josh Harris, W’86, and Marjorie Harris will bolster efforts to recruit applicants from diverse backgrounds—especially those from the Philadelphia region—to Penn’s pathway and fellowship programs in clinical and biomedical research. Through their philanthropy, the Harrises are building a legacy of expanding opportunities for UIM students, doctors, and researchers that increase diversity, inspire the next generation of professionals, and ultimately improve care for every patient.

Please join us in building a future of inclusion, diversity, and equity in medicine and science by contacting PSOMs Development team: [IDEGivePSOM@dev.upenn.edu](mailto:IDEGivePSOM@dev.upenn.edu)



## **MARKETA WILLS, M’99, WG’06**

*(Pictured above)*

### **Chair, Medical Alumni Advisory Council (MAAC)**

By the time she was appointed chair of the MAAC in summer 2022, Dr. Wills had already made an impact on Penn. A PSOM alum who returned to her alma mater for her MBA, she established the Marketa Wills MD, MBA Fund, which empowers students to pursue their dreams by supporting internships, innovative projects, and extracurricular and professional society involvements. Dr. Wills advocates for UIM students through the Black Alumni Society, and as the first woman of color to lead MAAC, she is an inspiration to the entire Penn community as we work toward diversity at every level.



# 2022 OIDE EFFECTIVENESS – SNAPSHOT

## ORGANIZATIONAL CAPACITY

- Increased the number of Vice Chairs in the Inclusion, Diversity, and Equity space for each clinical department: 4 departments in 2020; 17 in 2022
- Impacted the structure and composition of faculty that will support the research, clinical and education mission of the future. FY 2022 saw full-time faculty increase of 62% to 3022 since FY 2010. In the Standing Faculty, URM faculty increased to 8.4% (127) (June 30, 2022) from 4.7% (64) (June 30, 2010). Women increased to 37.2% (565) (June 30, 2022) from 28.2% (382) (June 30, 2010).

# ACCOUNT

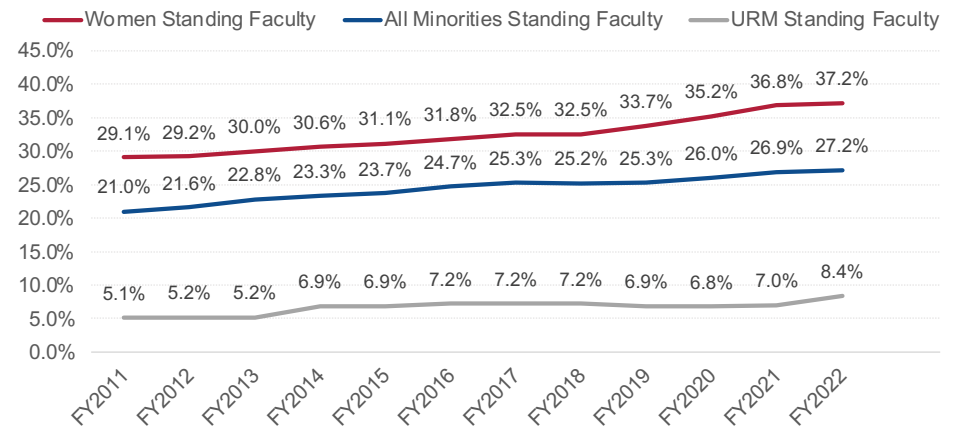
## INTERNAL PROCESSES

- Maintained a database of female and URM candidates for faculty searches. The database lists 2740 URM candidates and in 2022, 25 search lists were generated, versus 23 in 2021, and 13 in 2020
- Supported anchor programs such as PEER, and pipeline programs such as SUPERS@ PENN and SUMR to attract and retain URM students. SUMR, a summer internship program, enrolled 350 undergrads since 2010; 85% have gone on to careers in healthcare.

## FINANCIAL STEWARDSHIP

- Overall recruitment expenditures are the highest ever, with a 23.93% increase from FY21 to FY22
- Continued work with Development to raise additional support for the Faculty Opportunity Fund to bolster URM faculty recruitment, development, and retention.

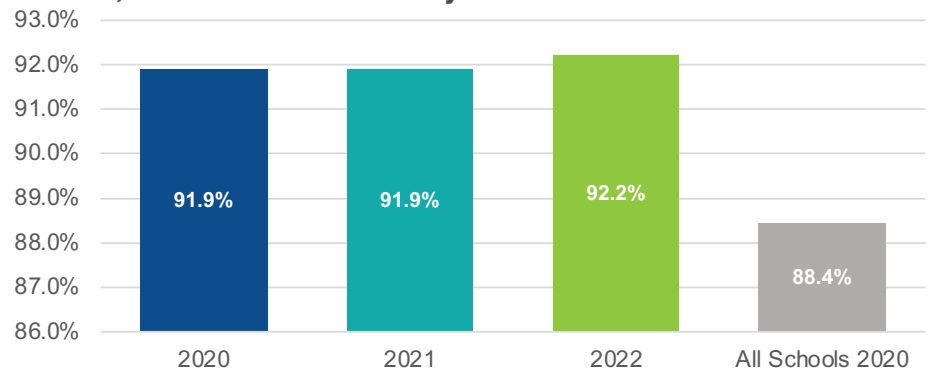
## Standing Faculty by Characteristic



## STAKEHOLDER SATISFACTION

- The annual Medical School Graduation Questionnaire (MSGQ) indicates a high level of satisfaction by students about their PSOM experience.

### Overall, I am satisfied with my medical education:







# FOR RESULTS

## OIDE LEADERSHIP



### **Eve J. Higginbotham, SM, MD, ML**

Vice Dean; for Inclusion, Diversity, and Equity  
Senior Fellow, LDI Institute;  
Professor of Ophthalmology



### **Kya Hertz, CDE®**

Assistant Director,  
Office of Inclusion, Diversity, and Equity



### **Corrinne Fahl, MEd**

Assistant Director,  
Office of Inclusion, Diversity, and Equity



### **Jack Drummond**

Director of Restorative Practices  
Office of Inclusion, Diversity, and Equity

## OIDE PUBLICATIONS

Amutah C, Greenidge K, Mante A, Munyikwa M, Surya SL, Higginbotham E, Jones DS, Lavizzo-Mourey R, Roberts D, Tsai J, Aysola J.

### ***Misrepresenting Race – The Role of Medical Schools in Propagating Physician Bias.***

N Engl J Med. 2021 Jan 6.

Corrinne Fahl, M.Ed., Dominique Alexis, Eve J. Higginbotham SM, MD, ML, Chang Xu, Jaya Aysola MD, MPH.

### ***Asserting Accountability to Address Diversity: Report Card as a System of Measurement.***

Health Equity, Accepted.

## OIDE PROGRAMS AND EVENTS

Some of the programs OIDE hosted or co-hosted were The Faculty Diversity Database, PEER, Health Equity Week, the Martin Luther King, Jr. Health Equity Symposium, and the Dr. Edward S. Cooper Leadership Training Program.



## 2021-2022 ADVISORY COUNCIL

To facilitate and encourage robust collaboration and dialog, the Anchor and Milestone programs, deans, faculty, and administration with diversity and inclusion responsibilities, as well as OIDE staff are represented on the Advisory Council. The council meets at least quarterly to review progress and set future goals for Penn Medicine to truly become the inclusive and equitable enterprise we envision.

# COLLABO

### **Jaya Aysola, MD, MPH**

Executive Director, Center for Health Equity Advancement;  
Assistant Professor, Department of Medicine and Pediatrics;  
Assistant Dean of Inclusion, Diversity, and Equity for the Perelman School of Medicine

### **Arberetta Bowles, MS**

Executive Director of the Office of Academic Affairs

### **Donita Brady, PhD**

Harrison McCrea Dickson, M.D. and Clifford C. Baker, M.D. Presidential Professor of Cancer Biology;  
Assistant Dean for Inclusion, Diversity, and Equity (IDE) in Research Training

### **Maja Bucan, PhD**

Professor of Genetics;  
Director, Biomedical Postdoctoral Programs (BPP)

### **Paris Butler, MD, MPH**

Assistant Professor, Division of Plastic Surgery;  
Director of UIM Affairs, GME Office;  
Plastic Surgery Clerkship Director

### **Horace Delisser, MD**

Associate Professor, Department of Medicine;  
Associate Dean for Diversity and Inclusion;  
Diversity Search Advisor, Department of Medicine

### **Jack Drummond**

Director of Restorative Practices  
Office of Inclusion, Diversity, and Equity

### **Dwaine Duckett**

Senior Vice President and Chief Human Resources Officer of UPHS

### **Corrinne Fahl, MEd**

Assistant Director,  
Office of Inclusion, Diversity, and Equity

### **Judd Flesch, MD**

Assistant Professor of Clinical Medicine;  
Associate Program Director, Internal Medicine Residency Program;  
Associate Director, Program for LGBTQ Health

### **Karen Grasse, MS, MPhil**

Associate Director, Faculty Affairs and Professional Development  
Perelman School of Medicine

### **Cherise Hamblin, MD**

Associate Director, OBGYN  
Family & Maternity Medicine;  
Co-chair, Diversity & Inclusion Advisory Committee at Lancaster General Hospital

### **Roy Hamilton, MD**

Associate Professor of Neurology;  
Associate Professor of Neurology in Physical Medicine and Rehabilitation;  
Vice Chair of Diversity and Inclusion, Department of Neurology;  
Assistant Dean of Diversity and Inclusion

### **Kya Hertz, CDE®**

Assistant Director,  
Office of Inclusion, Diversity, and Equity

### **Eve J. Higginbotham, SM, MD, ML**

Vice Dean; for Inclusion, Diversity, and Equity  
Senior Fellow, LDI Institute;  
Professor of Ophthalmology

### **Rebecca Hirsch, MD**

Assistant Professor of Clinical Medicine;  
Direction of Inpatient Oncology Services;  
Associate Director, Program for LGBTQ Health

### **Kelly Jordan-Sciutto, PhD**

Chair and Professor of Pathology, Penn Dental Medicine;  
Associate Dean for Graduate Education;  
Director of Biomedical Graduate Studies

### **Maria Oquendo, MD, PhD**

Chair, Department of Psychiatry;  
Ruth Meltzer Professor of Psychiatry;  
Co-Director, Penn PROMOTES

### **Aimee Payne, MD, PhD**

Professor of Dermatology;  
Director of the Clinical Autoimmunity Center of Excellence

### **Iris Reyes, MD**

Associate Professor of Clinical Emergency Medicine;  
Advisory Dean;  
Founding Director of the Alliance of Minority Physicians

### **Courtney Schreiber, MD, MPH**

Stuart and Emily B.H. Mudd Professor in Human Behavior and Reproduction, Department of Obstetrics and Gynecology;  
Co-Director, Penn PROMOTES

### **Sarah A. Tishkoff, PhD**

David and Lyn Silfen University Professor of Genetics and Biology;  
Director, Penn Center for Global Genomics & Health Equity



# DIVERSITY

## UPCOMING EVENTS

OIDE Virtual Event with Dr. Deborah Prothrow-Stith

March 8, 2023

Inclusive Leadership in Academic Medicine Workshop

March 9, 2023

Health Equity Week

April 3 – 7, 2023

Martin Luther King Jr. Health Equity Symposium

January 16, 2024

For an updated calendar of events, please visit the OIDE website at [www.med.upenn.edu/inclusion-and-diversity](http://www.med.upenn.edu/inclusion-and-diversity).





# Penn Medicine

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